

LEADERSHIP TRAINING

From Expert to Leader

Day Program — Overview

A day to transform your management posture



For Whom & What Problem?

For whom?

- Newly promoted managers
- Experts who have become team leads
- Leaders looking to strengthen their human impact

The problem it solves

You become a manager because you're good at your job — not because you know how to lead people.

- Moving from individual expertise to collective leadership
- Managing pressure without losing your composure
- Creating an environment where teams dare to take risks and perform

PROGRAM

Agenda — Full Day



Morning — Part 1: Culture & Psychological Safety

Understanding company culture, values, and creating a psychologically safe environment.



Morning — Part 2: From Expert to Leader

Posture transition, emotional intelligence, self-awareness and leadership styles.



Lunch

Break & networking



Afternoon — Part 3: Communication & Diversity

Effective communication, intergenerational and intercultural diversity, inclusion.



Afternoon — Part 4: Managing Pressure

Understanding stress reflexes, regulation tools, leadership under pressure.

Organizational Culture & Psychological Safety

What you will explore

- Define company culture and its real impact
- Identify the 4 pillars: Values, Mission, Vision, Purpose
- Understand why values must be visible in behaviors
- Create an environment of psychological safety

Culture is what we do when no one is watching.

Your role: you don't create the culture — you either reinforce it or destroy it.



From Expert to Leader



The Expert

Promoted for technical expertise



Self-Awareness

Emotional intelligence, personal values, leadership styles



The Posture

Shifting from doing to enabling. Inspiring rather than controlling.



The Leader

Creates the conditions for the team to perform

Activities: manager profile, values clarification, social styles



PART 3 — AFTERNOON

Communication & Diversity

What You Will Explore

- The 3 pillars of effective communication: clarity, empathy, adaptability
- The role of the communicating manager
- Intercultural and intergenerational communication
- Everyday inclusion: turning diversity into a strength

The Real Problem

The majority of conflicts in organizations are not relationship problems — they are communication problems.

Activities: role play, rephrasing, hands-on practice

Managing Pressure



Understand

The brain under pressure. Fight, Flight, Freeze. Recognizing your triggers.



Regulate

The stress cycle. Practical tools: conscious breathing, grounding, stepping back.



Embody

Staying an intentional leader even under pressure. Your behaviors are your message.

Under pressure, you don't become a different leader. You become a more extreme version of yourself.

The 5 Essential Takeaways



You are the guardian of culture

Every behavior you tolerate or encourage defines the culture of your team.



Your values guide your decisions

A leader who knows their values makes better decisions, especially under pressure.



Psychological safety is a condition for performance

Teams that dare to speak up, question, and make mistakes are the teams that grow.



Communicating means adapting

Clarity, empathy, and adaptability are not options — they are leadership skills.



Under pressure, your leadership is revealed

Knowing your reflexes allows you to choose your response rather than be driven by it.

EXPECTED IMPACT

What This Training Concretely Changes

What Changes in Your Day-to-Day

Before the Training

- I manage the way I've always seen it done
- I react under pressure without realizing it
- I communicate the same way with everyone
- I endure the culture rather than shaping it
- I don't really know what deeply motivates me

After the Training

- I have a conscious and intentional leadership stance
- I recognize my triggers and regulate my reactions
- I adapt my communication to each person and context
- I actively reinforce the culture I want to create
- I know my values and I embody them every day

Leadership is not a title. It's a behavior.

Thank you for your commitment today.

Now it's your turn — every interaction counts.

